



THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF LABOR
DIVISION OF OCCUPATIONAL SAFETY

www.mass.gov/dos

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**Application for Waiver of Minimum Wage
for Student Employees of Summer Camps
455 CMR 2.03(6)(a)**

Pursuant to 455 CMR 2.03(6)(a), the Division of Occupational Safety may issue to any summer camp a license permitting payment of not less than 80% of the basic minimum wage rate (\$6.75 per hour¹ x 80% = \$5.40 per hour) to students enrolled in and employed by the camp.

To apply for this annual waiver, the employer must submit this completed application form, along with a fee of one hundred dollars (\$100). The fee must be submitted in the form of a money order or check, payable to the Commonwealth of Massachusetts, in the amount of the entire annual fee. This fee is not refundable in the event that this application is denied.

Please submit the completed application form and application fee to:

Division of Occupational Safety
Minimum Wage Program
399 Washington Street, 5th floor
Boston, MA 02108

Your application form and fee should be submitted at least 30 days prior to the requested date of applicability.

If you have any questions regarding this application, please contact
Lisa Price at (617) 727-3452, ext. 135 or send email to Lisa.Price@state.ma.us

¹Effective January 1, 2001.



THE COMMONWEALTH OF MASSACHUSETTS
Department of Labor
Division of Occupational Safety
399 Washington Street, 5th Floor
Boston, MA 02108
(617)727-3452
Fax: 617-727-0726
DOS Homepage: www.mass.gov/dos

Application for Waiver of
**Minimum Wage for Student
Employees of Summer Camps**
455 CMR 2.03(6)(a)

Please provide the following information:

1. **Name of summer camp:** _____
2. **Telephone number:** _____
3. **Business address:** _____
Summer address: _____
Winter address: _____
4. **Name of owner, operator, and contact person and title:** _____

5. **Is the camp a residential or day camp?:** _____
6. **Is the camp a for-profit or non-profit camp?:²** _____
If non-profit, please provide a copy of the IRS tax exempt status letter.
7. **The dates of operation:** _____
8. **The number of students to be employed at sub-minimum wage:** _____

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²Note: If the camp is operated by a charitable non-profit corporation, it is not subject to the overtime provisions of the Minimum Wage Law. M.G.L. c. 151, §1A(18). If the camp is operated on a for-profit basis, it is subject to the overtime provisions of Minimum Wage Law, M.G.L. c. 151, §1A, i.e. employees must be paid not less than 1½ times their regular rate of pay for hours worked in excess of 40 hours in one week, unless the camp is granted a separate overtime waiver pursuant to M.G.L. c. 151, §1A(9).

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9. A list of the duties to be performed by the student employees: _____

10. The proposed hourly wage(s) to be paid to student employees, before any deductions are made: _____

11. List all deductions from wages (include both items and amounts), other than those required by law (e.g. lodging deduction of \$20.00):

12. a. Is this the camp's first application? Yes / No
- b. If this is not the first application, when was the last application made? _____
- c. If a previous application was approved, when was the waiver in effect? _____

Please note: If the waiver application is approved, the Division of Occupational Safety may attach conditions to the granting of the waiver if deemed necessary.

Signature of Applicant: _____

Name of Applicant: _____

Title: _____ **Date:** _____

Office Use Only

CMS # _____

Check # _____

Date Received _____

New Application / Renewal

Expiration Date _____

Granted / Denied Date _____